

## ACTION PLAN

Submitted by agency?	No
Timeline assigned?	No
Responsibility assigned?	No

## State Personnel Office

Vacancy rates across state government remain stubbornly high despite efforts to increase staffing. Nationally, the U.S. is at or near full employment, and New Mexico is not far behind, further hindering efforts to hire state workers. In this environment, it will be increasingly important for SPO to focus not only on the best ways to recruit and retain employees, but also on how it can determine appropriate staffing levels at state agencies.

Since the transition from the NeoGov electronic application system to the SHARE system, the average time to fill vacant positions fell from 71 days in FY18 to 54 days in the third quarter. While this trend is encouraging, the state's vacancy rate remains at 19 percent. Additionally, SPO reports that job postings are significantly higher than in previous years, but that applications are down; 4,534 jobs have been posted through the third quarter of FY19, well over the 3,796 posted during FY18 and close to the 4,988 posted in FY17 while the number of applications received, 82,919 to date, is well below the 187,022 received in FY18. The monthly LFC headcount report shows that despite sizeable budget increases between FY18 and FY19, state employment at the 20 largest agencies fell by 2 percent between January 2018 and January 2019.

Between FY15 and FY19, average state salaries increased by 7.5 percent while benefits increased by 14 percent. State employee salaries now average \$47.9 thousand with another \$34.5 thousand paid in benefits. However, the state's average total compensation package of \$82.4 thousand is not sufficient to retain employees; only 63 percent of employees complete their probationary period. Additionally, the gap between the salaries of new hire employees and more tenured employees remains relatively narrow, suggesting the need for pay structure adjustment to ensure the state is paying salaries competitive with the broader labor market while providing room for salary growth for new employees.

**Budget:** \$4,005.1 **FTE:** 48

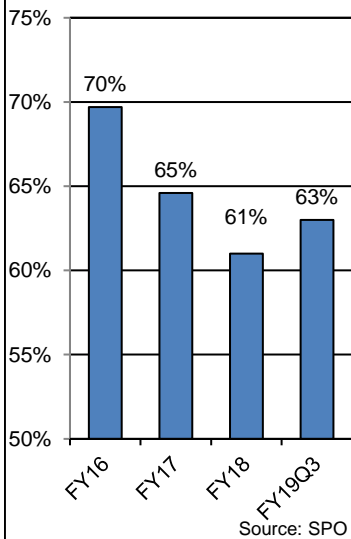
Measure	FY17 Actual	FY18 Actual	FY19 Target	Q1	Q2	Q3	Rating
Classified service vacancy rate	18%	18%	13%	19%	19%	19%	R
Average days to fill a position from the date of posting	65	71	55	43	45	54	G
Average state classified employee compa-ratio	101%	101%	≥95%	104%	102%	102%	Y
Average state classified employee new-hire compa-ratio	97%	100%	91%	99%	98%	100%	R
New employees who complete their probationary period	65%	63%	75%	64%	61%	63%	R
Classified employees voluntarily leaving state service	15%	14%	15%	3.6%	3.7%	3.4%	G
Classified employees involuntarily leaving state service	2%	2%	5%	0.4%	0.5%	0.4%	G
State employee average overtime usage per month*	16.2 hours	15.0 hours	N/A	15.4 hours	15.7 hours	15 hours	
State employees receiving overtime*	17%	18%	N/A	18%	19%	18%	

### Program Rating

\*Measures are classified as explanatory and do not have a target.

Y

**New Employees Completing 1-Year Probationary Period**



**Average Classified Employee Compensation**

